



UNLEASHING LIMITLESS  
POTENTIAL IS HUMANLY  
POSSIBLE



ManpowerGroup™  
Solutions

# LEVERAGING YOUR MOST IMPORTANT ASSET

The world of work has become more demanding, unpredictable and complex. Organizations must accelerate innovation and increase productivity to stay ahead. Your success is not driven by technology, infrastructure and capital. Your success is driven by the imagination and determination of people.

To unleash the potential of people, organizations are turning to ManpowerGroup™ Solutions, the global leader in outcome-based, talent-driven solutions. Our ability to capitalize on new thinking, new workforce models and new possibilities has made us the most recognized and respected workforce solutions provider in the world. And our expertise, experience, and unmatched global footprint allow us to deliver solutions to help our clients achieve better business results.

# TALENT-DRIVEN BUSINESS IMPACT


## Expertise. Innovation. Results.

ManpowerGroup Solutions designs and delivers outcome-based, talent-driven solutions to create the results you need to achieve more. We leverage our comprehensive suite of solutions and in-depth understanding of global workforce trends to tailor solutions to your specific needs, keeping you ahead in a competitive marketplace. Our unmatched global reach and network of local expertise provide the right solution anywhere you do business. The outcome-based solutions are driven to deliver measurable business impact as well as efficiencies to maximize results and minimize time to value.

## Our Suite of Solutions:

- Managed Service Provider
- Recruitment Process Outsourcing
- Strategic Workforce Consulting
- Talent Based Outsourcing
- Borderless Talent Solutions

# UNLEASH POTENTIAL



# WHAT SETS MANPOWERGROUP SOLUTIONS APART?

## One Company. Multiple Solutions.

We have deep expertise across a comprehensive suite of workforce solutions. Our breadth and depth allow us to solve any talent-related challenge. Whether the answer lies in strategically aligning your workforce to your business strategy, finding innovative talent sources or outsourcing entire functions, we provide the right solution to deliver the business impact needed to succeed.

## The Right Solution

We forge a strong partnership with you, gaining a deep understanding of your business, your goals and your talent-related needs. Through this collaboration, we craft individual solutions that deliver upon your objectives. We are your trusted advisor and we deliver powerful outcomes.

# RESULTS WITH IMPACT

We deliver outcome-based solutions that share the risk and the return with you. That's why we are driven to create innovative and practical solutions that are built to maximize results and minimize time to value. Your success is our success.

## Global Reach. Local Expertise.

With nearly 3,900 offices in over 80 countries and territories, we have an unsurpassed global network that provides you with insights into global workforce trends and deep expertise in local talent markets. Our global reach and local capabilities enable us to deliver innovative and seamless solutions to meet your talent needs anywhere in the world.

## Practical Creativity

Our extensive industry thought leadership, global workforce research and implementation experience gives us a unique perspective on the world of work. We use our insights and proven track record to create innovative talent-based solutions that are grounded in the practical reality of quickly delivering results to your business.



## MANAGED SERVICE PROVIDER (MSP)

TAPFIN delivers solutions that optimize the management of contingent workforces, providing visibility, predictability, and the performance you count on. Our quality program management, efficient process, breadth of services and global reach make us the largest and most respected hybrid and vendor neutral MSP in the world. And the only one to have achieved and maintained an ISO 9001:2008 certification.

# OPTIMIZED CONTINGENT WORKFORCE



**ManpowerGroup™**  
**Solutions**  
Recruitment Process Outsourcing

## RECRUITMENT PROCESS OUTSOURCING (RPO)

Our Recruitment Process Outsourcing offering sources and attracts talent through our flexible and scalable recruitment solutions which can include anything from sourcing and selection to onboarding. Built upon our deep recruiting expertise and based on our rigorous process, our innovative approach ensures the results you need—greater predictability of cost, a more efficient recruiting process, an improved candidate experience, and more importantly, improved talent quality. It's the reason we are the Global RPO Leader—according to our clients, NelsonHall, and Everest Research Institute.

# INNOVATIVE TALENT SOURCING



**ManpowerGroup™**  
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Strategic Workforce Consulting



## STRATEGIC WORKFORCE CONSULTING

Strategic Workforce Consulting is an industry-leading framework and collaborative planning process that creates a workforce strategy aligned to your business strategy. We leverage our in-depth understanding of global workforce trends and our workforce solutions expertise to deliver a strategy with a measurable action plan to accelerate the execution of your business strategy.

# ALIGNED WORKFORCE STRATEGY





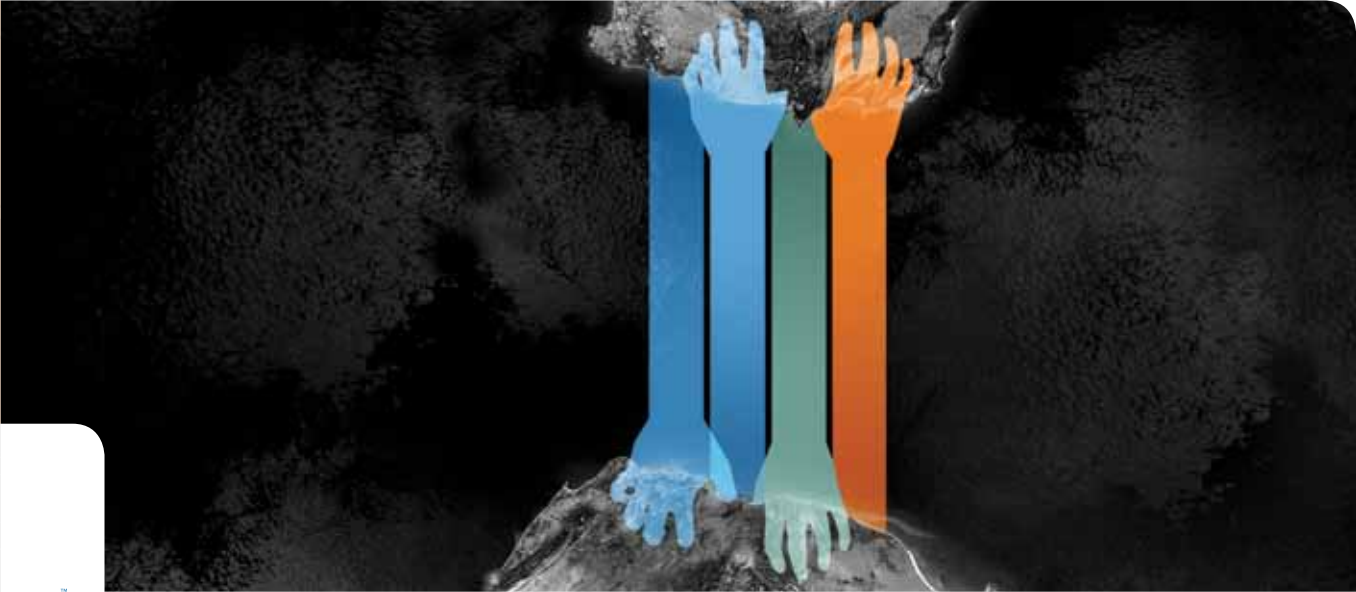
**ManpowerGroup™**  
**Solutions**  
Talent Based Outsourcing



## TALENT BASED OUTSOURCING

We provide talent-driven outsourcing of operations, functions and services to drive the productivity you need to succeed in a more demanding world. Our capabilities range from contact centers to manufacturing functions to IT help desks and any place in between. We leverage over 60 years of experience and our unmatched expertise in sourcing and managing talent to recruit, execute and deliver the results you need to win.

# FLEXIBILITY AND PRODUCTIVITY



## BORDERLESS TALENT SOLUTIONS

Borderless Talent Solutions (BTS) mobilizes in-demand talent from skill-rich regions to markets with talent shortages. Our unsurpassed global network, local recruiting expertise and labor market experience create a global talent source for you. We manage the entire process from finding the scarce talent you need to visa advice and assimilation. BTS can be a stand-alone solution or bundled with other solutions from ManpowerGroup to meet all of your talent needs.

# GLOBAL TALENT POOL



## ManpowerGroup™

### About ManpowerGroup

ManpowerGroup (NY SE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. The ManpowerGroup suite of solutions is offered through ManpowerGroup Solutions, Experis™, Manpower® and Right Management®.

Learn more about how ManpowerGroup can help you win in the Human Age at: [manpowergroup.com](http://manpowergroup.com)



## ManpowerGroup™ Solutions

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions include Borderless Talent Solutions, Managed Service Provider, Recruitment Process Outsourcing, Strategic Workforce Consulting and Talent Based Outsourcing.

[manpowergroupsolutions.com](http://manpowergroupsolutions.com)



## Experis™ ManpowerGroup

Experis is the global leader in professional resourcing and project-based workforce solutions. We accelerate organizations' growth by intensely attracting, assessing and placing specialized expertise in IT, Finance & Accounting, Engineering and Healthcare to precisely deliver in-demand talent for mission-critical positions, enhancing the competitiveness of the organizations and people we serve.

[experis.com](http://experis.com)



## Manpower®

Manpower is the global leader in contingent and permanent recruitment workforce solutions. We provide the agility businesses need with a continuum of staffing solutions. By leveraging our trusted brand, we have built a deeper talent pool to provide our clients access to the people they need, faster. We effectively assess and develop skills, keeping our associates ahead of the curve, so they can get the job done each time, every time.

[manpower.com](http://manpower.com)



## Right Management® ManpowerGroup

Right Management is the global leader in talent and career management workforce solutions. Through our innovative and proprietary process, we leverage our expertise to successfully increase productivity and optimize business performance. By engaging consultants that value and understand the human side of business, we make a meaningful impact on both the people and organizations we serve.

[right.com](http://right.com)



To learn more about our solutions, visit [www.manpowergroupsolutions.com](http://www.manpowergroupsolutions.com).

Or to set up a meeting, please email [solutions@manpowergroup.com](mailto:solutions@manpowergroup.com).

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